HILLMAN TOWNSHIP

(Mont morency)

GENERAL PURPOSE FINANCIAL STATEMENTS

FOR THE FISCAL YEAR ENDED MARCH 31, 2004

F

#### **AUDITING PROCEDURES REPORT**

	P.A. 2 of 196		ameno	ded. Filing	g is mandatory.	Local Governm	nent Name			County	
☐ City	X Town			Village	Other	Hillman	Townsh		· · · · · · · · · · · · · · · · · · ·	Mont	morency
Audit Date	e 3/31	/04	<b>.</b>	Opinio 8	n Date 3/24/04		Date Account		omitted to State:		
prepared Reportin	d in accor	rdan t <i>for</i>	ce w	ith the	Statement	s of the Gov	rernmental	Accounting S	Standards Bo	oard (GASB	nancial statements ) and the <i>Uniform</i> n by the Michigan
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You mus	st check th	ne a	pplic	able bo	ox for each	item below.					
yes	X no	1.	Cert	tain cor	mponent ur	nits/funds/age	encies of th	e local unit a	re excluded f	from the fina	ancial statements.
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yes	X no	8.			unit uses c L 129.241).		nd has not	adopted an	applicable po	olicy as requ	uired by P.A. 266
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We ha	ve encic	sec	i the	follo	wing:				Enclosed	To Be Forwarde	Not d Required
The let	ter of com	mer	nts ai	nd reco	ommendatio	ons.			X		
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Certifie	d Public A	ccou	ntant	(Firm N	lame)	Thomas R.	Zick, C	PA, P.C.			
Street A	Address P	·.o.	Во	x 149				City Lewisto	n	State MI	ZIP 49756
Accoun	tant Signa	ture	~			20	3				

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## Thomas R. Zick CPA, P.C.

CERTIFIED PUBLIC ACCOUNTANT

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#### INDEPENDENT AUDITOR'S REPORT

August 24, 2004

Township Board Hillman Township Montmorency County, Michigan

Dear Board:

I have audited the accompanying general purpose financial statements of Hillman Township, Montmorency County, Michigan as of and for the year ended March 31, 2004 as listed in the table of contents. These general purpose financial statements are the responsibility of the Township officials. My responsibility is to express an opinion based on my audit.

I conducted my audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that I plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. I believe that my audit provides a reasonable basis for my opinion.

In my opinion, the general purpose financial statements referred to in the first paragraph present fairly, in all material respects, the financial position of Hillman Township, Montmorency County, Michigan as of March 31, 2004, and the results of its operations and the cash flows of its Proprietary Fund Type for the fiscal year then ended in conformity with accounting principles generally accepted in the United States of America.

My audit was made for the purpose of forming an opinion on the general purpose financial statements taken as a whole. The combining financial statements and individual fund statements listed in the table of contents are presented for purposes of additional analysis and are not a required part of the general purpose financial statements of Hillman Township, Montmorency County, Michigan. The information has been subjected to the auditing procedures applied in the audit of the general purpose financial statements and, in my opinion, is fairly stated in all material respects in relation to the general purpose financial statements taken as a whole.

Thomas R. Zick CPA P.C.

CERTIFIED PUBLIC ACCOUNTANT

#### HILLMAN TOWNSHIP COMBINED BALANCE SHEET ALL FUND TYPES AND ACCOUNT GROUPS MARCH 31, 2004

	Governmental Fund Types		Proprietary Fund Type		Account Group			Total	
		General	Special Revenue		Enterprise	<u>Fi</u>	General xed Assets	Me	morandum Only
ASSETS									
Cash demand and time									
deposits	\$	243,724	\$ 134,657	\$	17,517	\$	-0-	\$	395,898
Taxes and fees									
receivable		10,415	3,316		-0-		-0-		13,731
Fixed assets-cost		-0-	-0-		823,539		305,560	:	1,129,099
Accumulated depreciation		-0-	 -0-		(466,983)	_	-0-		(466,983)
Total Assets	\$	254,139	\$ 137,973	\$	374,073	\$	305,560	<u>\$</u>	1,071,745
LIABILITIES AND FUND EQU	ITY								
Accrued liabilities	\$	3,991	\$ -0-	\$	3,451	\$	-0-	\$	7,442
Bonds payable		-0-	 -0-		30,000		-0-		30,000
Total Liabilities		3,991	 -0-		33,451	_	-0-	*******	37,442
Fund Equity: Fund balance - undesignated Designated for perpetual		250,148	125,369		-0-		-0-		375,517
care		-0-	12,604		-0-		-0-		12,604
Retained Earnings		-0-	-0-		6,775		-0-		6,775
Contributed Equity		-0-	-0-		333,847		-0-		333,847
Investment in Fixed									
Assets		-0-	 -0-	_	-0-		305,560	-	305,560
Total Fund Equity		250,148	 137,973		340,622		305,560	:	1,034,303
Total Liabilities and Fund Equity	<u>\$</u>	254,139	\$ 137,973	\$	374,073	\$	305,560	\$ :	1,071,745

# HILLMAN TOWNSHIP COMBINED STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE - ALL GOVERNMENTAL FUND TYPES YEAR ENDED MARCH 31, 2004

	General	Special Revenue	Total (Memorandum Only)
Revenue:			
Taxes	\$ 74,793	\$ 43,181	\$ 117,974
Licenses and permits	300	-0-	300
State	109,391	-0-	109,391
Interest earned	3,109	1,685	4,794
Charges for services	17,286	11,265	28,551
Other	18,955	351	19,306
Total Revenue	223,834	56,482	280,316
Expenditures:			
Legislative	29,173	-0-	29,173
General government	84,796	- 0 -	84,796
Public safety	4,685	42,629	47,314
Public works	950	-0-	950
Recreation and culture	24,772	-0-	24,772
Other	6,531	15,421	21,952
Total Expenditures	150,907	58,050	208,957
Excess of revenue over (under)			
expenditures	72,927	(1,568)	71,359
Other financing sources (uses):			
Operating transfers in	-0-	6,000	6,000
Operating transfers out	(21,000)		(21,000)
Total Other Financing Sources (Uses)	(21,000)	6,000	(15,000)
Excess:			
Revenue and other financing			
sources over (under) expenditures and other financing uses	51,927	4,432	56,359
Fund balance - April 1, 2003	301,367	133,541	434,908
Fund balance - March 31, 2004	<u>\$ 353,294</u>	<u>\$ 137,973</u>	<u>\$ 491,267</u>

# HILLMAN TOWNSHIP COMBINED STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCES - BUDGET AND ACTUAL - ALL GOVERNMENTAL FUND TYPES YEAR ENDED MARCH 31, 2004

	General Fund					
		Budget		Actual	-	avorable ifavorable)
Revenues:						
Taxes	\$	74,700	\$	74,793	\$	93
Licenses and permits		1,200		300		(900)
State shared revenue		121,000		109,391		(11,609)
Interest on investments		1,500		3,109		1,609
Charges for services		18,000		17,286		(714)
Other	<del></del>	20,400		18,955		(1,445)
Total Revenue		236,800		223,834		(12,966)
Expenditures:						
Legislative		38,400		29,173		9,227
General government		94,300		84,796		9,504
Public safety		5,200		4,685		515
Public works		29,000		950		28,050
Recreation and culture		36,900		24,772		12,128
Other		10,000		6,531		3,469
Total Expenditures	-w	213,800		150,907		62,893
Excess of revenue over (under)						
expenditures	<del></del>	23,000		72,927		49,927
Other financing sources (uses):						
Operating transfers in		-0-		-0-		-0-
Operating transfers out		(22,000)		(21,000)		1,000
Total Other Financing Sources (Uses)		(22,000)		(21,000)		1,000
Excess: Revenue and other financing sources over (under) expenditures						
and other financing uses		1,000		51,927		50,927
Fund balance (deficit) - April 1, 2003		301,367		301,367		-0-
Fund balance (deficit)-March 31, 2004	<u>\$</u>	302,367	\$	353,294	\$	50,927

s	pecia	al Revenue Fu	nds									
 Budget				Favorable		Favorable		Budget		Morandum On	F	avorable nfavorable)
\$ 42,000	\$	43,181	\$	1,181	\$	116,700	\$	117,974	\$	1,274		
-0-		-0-		-0-		1,200		300		(900		
-0-		-0-		-0-		121,000		109,391		(11,609		
400		1,685		1,285		1,900		4,794		2,894		
13,250		11,265		(1,985)		31,250		28,551		(2,699		
 150		351		201		20,550		19,306		(1,244		
 55,800		56,482		682		292,600		280,316		(12,284		
-0-		-0-		-0-		38,400		29,173		9,227		
-0-		-0-		-0-		94,300		84,796		9,504		
43,000		42,629		371		48,200		47,314		886		
-0-		-0-		-0-		29,000		950		28,050		
-0-		-0-		-0-		36,900		24,772		12,128		
 22,150		15,421		6,729		32,150		21,952		10,198		
 65,150		58,050		7,100		278,950	_	208,957		69,993		
 (9,350)		(1,568)		7,782	_	13,650		71,359	_	57,709		
6,000 -0		6,000 -0-		- 0 - - 0 -		6,000 (22,000)		6,000 (21,000)		-0- 1,000		
 						(22,000)		(21,000)		1,000		
 6,000		6,000		-0-		(16,000)	<del></del>	(15,000)		1,000		
(3,350)		4,432		7,782		(2,350)		56,359		58,709		
 133,541		133,541		-0-		434,908	_	434,908	_	-0-		
\$ 130,191	\$	137,973	\$	7,782	\$	432,558	\$_	491,267	\$	58,709		

# HILLMAN TOWNSHIP STATEMENT OF REVENUES, EXPENSES AND CHANGES IN RETAINED EARNINGS PROPRIETARY FUND TYPE FOR THE YEAR ENDED MARCH 31, 2004

#### **BUILDING AUTHORITY**

Operating Revenue:		
Leases	\$ 15,192	
Banquet Sales	12,863	
Cleaning Fees	1,900	
Rental	16,889	
Roller Skating	42,793	
Miscellaneous	1,207	
Total Operating Revenue		\$ 90,844
Operating Expenses:	22.640	
Wages & Fringes Utilities	22,649	
	14,238	
Supplies	10,225	
Contractual Services	2,100	
Maintenance and Repair	11,633	
Insurance	935	
Depreciation	27,023	
Miscellaneous	5,975	
Roller Skating	22,981	
Total Operating Expenses		117,759
Operating Income (Loss)		(26,915)
Non-Operating Income		
Township Contribution		15,000
Interest Income		129
Interest Expense		(1,995)
Total Non-Operating Income		13,134
Net Income		(13,781)
Retained Earnings - Beginning		354,403
Retained Earnings - Ending		\$ 340,622

#### HILLMAN TOWNSHIP STATEMENT OF CASH FLOWS PROPRIETARY FUND TYPE FOR THE YEAR ENDED MARCH 31, 2004

#### **BUILDING AUTHORITY**

Cash Flows From Operating Activities:	
Cash received from customers/leases	\$ 90,844
Cash payments for goods and services	(67,523)
Cash payments to employees and for fringes	(22,649)
Net Cash Provided (Used) by Operating Activities	672
Cash Flows From Capital and Related Financing Activities:	
Township contribution	15,000
Interest expense	(1,995)
Principal paid on bonds	(15,000)
Net Cash Provided (Used) by Capital and Related	
Financing Activities	(1,995)
Cash Flows From Investing Activities:	
Interest on investments	129
Net Cash Provided by Investing Activities	129
Net Increase (Decrease) in Cash and Cash Equivalents	(1,194)
Cash and Cash Equivalents - Beginning of Year	18,711
Cash and Cash Equivalents - End of Year	<u>\$ 17,517</u>
Reconciliation of Operating Income to Net Cash	
Provided (Used) by Operating Activities:	
Operating Income (Loss)	\$ (26,915)
Adjustments to Reconcile Operating Income	
to Net Cash Provided by Operating Activities:	
Depreciation	27,023
Increase (Decrease) in accrued liabilities	564
Net Cash Provided (Used) by Operating Activities	<u>\$ 672</u>

#### HILLMAN TOWNSHIP NOTES TO FINANCIAL STATEMENTS MARCH 31, 2004

#### NOTE A - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The accounting policies of the Township conform to accounting principles generally accepted in the United States of America as applicable to governmental units. the following is a summary of the significant accounting policies:

#### **DESCRIPTION OF TOWNSHIP OPERATIONS AND FUND TYPES**

The General Law Township is located in Montmorency County, Michigan and operates under an elected Township Board consisting of a Supervisor, Treasurer, Clerk and two Trustees. This Board and its employees provide services to the residents in areas such as fire protection, voter registration and maintenance of Township facilities, tax assessing, cemetery operation and planning and zoning.

The criteria established by NCGA and GASB #14 for determining the various governmental organizations to be included in the reporting entity's financial statements include oversight responsibility, scope of public service, and special financing relationships. On this basis, the financial statements of other Montmorency County governmental organizations listed below are not included in the financial statements of Hillman Township.

The County operations are reported in financial statements separate from these statements as are those of other townships in the County. Education services are provided to citizens through the several local school districts which are also separate governmental entities.

#### **BASIS OF PRESENTATION**

#### **Fund Accounting**

The accounts of the township are organized on the basis of funds and account groups, each of which is considered a separate accounting entity. The operations of each fund are accounted for with a separate set of self-balancing accounts that comprise its assets, liabilities, fund equity, revenues, and expenditures. Government resources are allocated to and accounted for in individual funds based upon the purposes for which they are to be spent and the means by which spending activities are controlled. The township maintains the following funds:

#### Governmental Funds

General Fund - This fund is used to account for all financial transactions not accounted for in another fund, including the general operating expenditures of the local unit. Revenues are derived primarily from property taxes and state and federal distributions, grants and other intergovernmental revenues.

Special Revenue Funds - These funds are used to account for specific governmental revenues (other than special assessments and major capital projects) requiring separate accounting because of legal or regulatory provisions or administrative action.

#### **Enterprise Fund**

This fund accounts for operations of the Building Authority where the cost of providing services to the general public on a continuing basis is recovered partially through user charges. This fund has long-term debt and the cost of carrying that debt is recorded in the Enterprise Fund.

#### NOTE A - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

#### Fiduciary Fund

Trust and Agency Fund - This Fund is used to account for assets held by the Township in a trustee capacity for other governments and/or other funds. Agency funds are custodial in nature (assets equal liabilities) and do not involve measurement of results of operations.

#### **Account Groups**

General Fixed Assets Account Group - This account group is used to account for the fixed assets used in governmental fund type operations. No depreciation has been provided on general fixed assets. All fixed assets are valued at historical cost or estimated historical cost if actual historical cost is not available.

#### **BASIS OF ACCOUNTING**

The Township maintains its books and records on the modified accrual basis of accounting. Modifications from full accrual are as follows:

- a. Property taxes and other revenues that are both measurable and available for use to finance operations are recorded when earned. Other revenue is recorded when received.
- b. Properties are assessed as of December 31 and the related property taxes become a lien on December 1 of the following year. The taxes levied on December 1 are included as revenue in this financial statement. Taxes are due and payable on or before February 28 at which time they are returned to the County Treasurer as delinquent. Montmorency County's present policy is to fund the delinquent taxes and remit the full balance due to each taxing unit.

The following list details accounting methods by type of fund:

Governmental Fund Types - All Governmental Fund Types are accounted for using the modified accrual basis of accounting. Revenues are generally recognized when measurable and available to finance current operations. Expenditures are generally recognized when the related fund liability is incurred.

<u>Enterprise Funds</u> - The Enterprise fund is accounted for using the accrual basis of accounting; recognizing revenue when earned and expenses when incurred.

<u>Fiduciary Agency Funds</u> - All Fiduciary Agency Funds are accounted for using the accrual basis of accounting. These funds are limited to the collection of amounts which are subsequently returned or paid to third parties.

#### **BUDGETS AND BUDGETARY ACCOUNTING**

All funds are under the direct control of the Township Board for budgetary purposes. The Board annually approves and adopts the budget in accordance with the Uniform Budgeting and Accounting Act - Michigan Public Act 621 of 1978.

The budget is amended as necessary throughout the year. Violations of the budget act are disclosed in the biannual audit for the year under audit only.

#### NOTE A - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Budgets are adopted on a basis consistent with accounting principles generally accepted in the United States of America.

Budgets for the Township's governmental fund types are adopted on a basis consistent with accounting principles generally accepted in the United States of America. The budgets are amended as required throughout the year and expire at the end of each fiscal year. New budgets must be adopted annually.

#### **FIXED ASSETS**

Fixed asset purchases in governmental fund types are recorded as expenditures during the year purchased in accordance with accounting principles generally accepted in the United States of America for municipalities. They are then recorded in the general fixed asset group of accounts. The Enterprise fund fixed assets are capitalized and depreciated in the Enterprise Fund.

#### **TOTAL MEMORANDUM ONLY**

Total columns on the Combined Statements are captioned "Memorandum Only" to indicate that they are presented only to facilitate financial analysis. Data in these columns do not present financial position, results of operations, or changes in financial position in conformity with accounting principles generally accepted in the United States of America. Neither is such data comparable to a consolidation. Interfund eliminations have not been made in the aggregation of this data.

#### OTHER FINANCING SOURCES AND USES

Other financing sources of \$6,000 and other financing uses of \$21,000 presented on the Combined Statement of Revenues, Expenditures and Changes in Fund Balance - All Governmental Fund Types do not agree by \$15,000 resulting from a transfer from general fund to the Building Authority Enterprise Fund in that amount.

#### **NOTE B - CASH**

The balance sheet accounts and types of cash items are presented below:

Balance Sheet Accounts	·	Cash Items				
Cash demand and time deposits	<u>\$ 395,898</u>	Savings and Checking Certificates of deposit Imprest Cash	\$ 296,249 99,520 129			
	<u>\$ 395,898</u>		<u>\$ 395,898</u>			

<u>Deposits</u> - At year end, the carrying amount of the Township's deposits was \$395,769 and the bank balance was \$409,667. Of the bank balance, approximately 99.32% was covered by federal depository insurance.

#### NOTE C - SCHEDULE OF FIXED ASSETS

ASSETS	-	Balance 3/31/03	A	dditions	D	eletions		Balance 3/31/04
Land/Land Improvements Buildings Equipment Office Equipment	\$	156,508 81,948 17,669 42,099	\$	1,313 4,543 -0- 1,480	\$	- 0 - - 0 - - 0 - - 0 -	\$	157,821 86,491 17,669 43,579
Investment in General Fixed Assets	<u>\$</u>	298,224	<u>\$</u>	7,336	\$	-0-	<u>\$</u>	305,560

#### NOTE D - PENSION PLAN

<u>Plan Description</u> - Hillman Township has established a defined contribution pension plan with the Manufacturers Life Insurance Company covering the elected officials of the Township. Participating officials contribute a portion of their compensation annually and the Township contributes the remaining amounts necessary to fund the plan according to requirements. It is a defined contribution plan.

The information required by the Governmental Accounting Standards Board was not available at audit date. The Township contribution was \$2,325 for the fiscal year ending March 31, 2004.

#### NOTE E - DELINQUENT PROPERTY TAXES RECEIVABLE

The delinquent real property taxes of the Township are purchased by the County of Montmorency. The County intends to sell tax notes, the proceeds of which will be used to pay the Township for these property taxes. These taxes were collected in April of 2004.

#### NOTE F - BUILDING AUTHORITY DEBT

During 1993/94 the Building Authority borrowed \$150,000 to pay for remodeling and an addition to the Community Center Building. The Township has signed a lease agreement with the Building Authority. This full faith and credit General obligation contract of lease pledges the township lease payment until the debt is repaid. The details on the obligation are as follows:

Interest rates	Maturity year	Outstanding 3/31/04	
3.95% - 5.40%	2005	<u>Principal</u>	<u>Interest</u>
		<u>\$ 30,000</u>	<u>\$ 1,613</u>

#### ANNUAL DEBT SERVICE REQUIREMENTS

	2004/05	2005/06	<u>Total</u>
Principal Interest	\$ 15,000 1,208	\$ 15,000 405	\$ 30,000 1,613
	<u>\$ 16,208</u>	<u>\$ 15,405</u>	<u>\$ 31,613</u>

#### **NOTE G - BUILDING AUTHORITY OPERATION**

#### **Description**:

The Building Authority was created under Michigan Public Act 31 of 1940, as amended. The articles of incorporation were adopted by the Hillman Township board February 15, 1982. Its primary function was to borrow funds under appropriate Michigan statutes to build a Community Center for municipal offices, community group functions and local private parties.

#### Revenue Sources:

The Building Authority operates roller skating which provides a significant portion of the annual operating revenues. In addition, office space is leased to the Village of Hillman and the Township of Hillman. The building is also rented to other groups and individuals for a meeting and banquet center. The Township of Hillman provides financial support as needed.

#### Fixed Assets:

Property and equipment are carried at cost. Depreciation is provided using the straight-line method over the estimated useful lives of the property. Supplies and repairs are charged as an expense in the year incurred.

#### Contributed Equity:

Contributed equity at March 31, 2004 is as follows:

Township	\$ 321,495
Donations - Miscellaneous	2,352
Church	
er e	\$ 333.847

#### NOTE H - BUDGETS AND BUDGETARY ACCOUNTING

The budgets were adopted in accordance with Public Act 621 and were adopted on a basis consistent with accounting principles generally accepted in the United States of America. They are amended as appropriate throughout the fiscal year and lapse at the end of the year.

P.A. 621 of 1978, section 18 (1), as amended, provides that a local unit shall not incur expenditures in excess of the amount appropriated.

In the body of the financial statements, the Township's actual expenditures and budgeted expenditures for the budgetary funds have been shown on a functional basis.

During the year ended March 31, 2004, the Township incurred expenditures in the following areas which were in excess of the amounts appropriated.

			EV0000
Board of Review	<u>Budget</u> \$ 1.000	Actual C	Excess
Cumominan	<del></del>	<u>\$ 1,116</u>	<u>\$ (116)</u>
Supervisor	<u>\$ 11,200</u>	<u>\$ 11,496</u>	\$ (296)

#### HILLMAN TOWNSHIP GENERAL FUND BALANCE SHEET MARCH 31, 2004

#### **ASSETS**

Cash demand and time deposits Accounts receivable Taxes and administration fee receivable	\$	243,724 1,141 9,274
Total Assets	<u>\$</u>	254,139
LIABILITIES AND FUND EQUITY		
Accounts payable Accrued liabilities	\$	2,382 1,609
Total Liabilities		3,991
Fund Equity: Fund balance - undesignated		250,148
Total Fund Equity		250,148
Total Liabilities and Fund Equity	\$	254,139

## HILLMAN TOWNSHIP GENERAL FUND TEMENT OF REVENUES, EXPENDITURES, AND C

#### STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE BUDGET AND ACTUAL YEAR ENDED MARCH 31, 2004

-		Budget	Actual	Variance Favorable (Unfavorable)
	Revenue:			
	Taxes	\$ 74,700	\$ 74,793	\$ 93
_	Licenses and permits	1,200	300	(900)
	State shared revenue	121,000	109,391	(11,609)
	Interest on investments	1,500	3,109	1,609
	Charges for services	18,000	17,286	(714)
	Other	20,400	18,955	(1,445)
-	Total Revenue	236,800	223,834	(12,966)
	Expenditures:			
	Legislative	38,400	29,173	9,227
	General government	94,300	84,796	9,504
	Public Safety	5,200	4,685	515
_	Recreation and Culture	36,900	24,772	12,128
	Public Works	29,000	950	28,050
_	Other	10,000	6,531	3,469
	Total Expenditures	213,800	150,907	62,893
	Excess of revenue over (under) expenditures	23,000	72,927	49,927
	Other financing sources (uses): Operating transfers out	(22,000)	(21,000)	1,000
<del></del>	Total Other Financing Sources (Uses)	(22,000)	(21,000)	1,000
-	Excess:  Revenue and other financing sources over (under) expenditures			
	and other financing uses	1,000	51,927	50,927
	Fund balance (deficit)-April 1, 2003	301,367	301,367	-0-
	Fund balance (deficit)- March 31, 2004	<u>\$ 302,367</u>	<u>\$ 353,294</u>	<u>\$ 50,927</u>

# HILLMAN TOWNSHIP DETAIL SCHEDULE OF REVENUES BUDGET AND ACTUAL - GENERAL FUND FOR THE FISCAL YEAR ENDED MARCH 31, 2004

	Budget	Actual	Variance Favorable (Unfavorable)
TAXES			
Property taxes - general	\$ 56,700	\$ 56,474	\$ (226)
Swamp tax	18,000	18,319	319
	74,700	74,793	93
LICENSES AND PERMITS			
Zoning permits	1,200	300	(900)
STATE			
Revenue Sharing	121,000	109,391	(11,609)
INTEREST			
INTEREST	1,500	3,109	1,609
CHARGES FOR SERVICES			
Tax administration fee	18,000	17,286	(714)
OTHER			
Grant	6,000	4,000	(2,000)
Village	3,000	3,000	-0-
Reimbursements and refunds	3,000	1,854	(1,146)
Miscellaneous	8,400	10,101	1,701
	20,400	18,955	(1,445)
			<u>\_\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\</u>
Total Revenues	<u>\$ 236,800</u>	\$ 223,834	<u>\$ (12,966</u> )

#### HILLMAN TOWNSHIP GENERAL FUND EXPENDITURES - BUDGET AND ACTUAL YEAR ENDED MARCH 31, 2004

Legislative:	Budget	Actual	Variance Favorable (Unfavorable
Township Board	\$ 38,400	\$ 29.173	<b>.</b>
Total Legislative	38,400	\$ 29,173 29,173	\$ 9,22
General Government:		29,173	9,22
Supervisor	11 200		
Election	11,200	11,496	(29
Assessor	1,000	391	60
Board of Review	29,800	28,531	1,26
Clerk	1,000	1,116	(11
Treasurer	13,300	13,256	4
Town Hall	16,400	15,343	1,05
EDC	20,000	13,438	6,56
Building Authority	100	-0-	10
Total General Government	1,500	1,225	27
	94,300	84,796	9,50
Public Safety:			
Planning and Zoning	5,000	4,685	31
Emergency Preparedness	200		20
Total Public Safety	5,200	4,685	51
Recreation and Cultural: Library		•	
Parks and Recreation	8,000	2,156	5,84
Gristmill	18,900	12,616	6,28
Total Recreation and Culture	10,000	10,000	
	36,900	24,772	12,12
Public Works:			
Roads	28,000	950	27,05
Airport	1,000	0-	1,00
Total Public Works	29,000	950	28,05
Other:	-		
insurance and Bonds	8,500	C 421	
Miscellaneous		6,431	2,069
Total Other	1,500 10,000	100	1,400
	10,000	6,531	3,469
Other Financing Uses			
Operating transfers out:			
Transfer to Cemetery Fund	7,000	6,000	1,000
Transfer to Building Authority	15,000	15,000	
Total Other Financing Uses	22,000	21,000	1,000
Total Expenditures and Other			
Financing Uses	<b>A A A A A A A A B A B B B B B B B B B B</b>		
	<u>\$ 235,800</u>	<u>\$ 171,907</u>	\$ 63,893

#### HILLMAN TOWNSHIP DETAIL SCHEDULE OF EXPENDITURES GENERAL FUND FOR THE FISCAL YEAR ENDED MARCH 31, 2004

#### LEGISLATIVE

	Township Board			
	Trustee salaries			
-	Community promotion	\$	7,785	
	Printing and publishing		1,384	
	Schooling, training, and memberships		161	
-	Miscellaneous		1,278	
	Repairs and maintenance		2,543	
	Supplies		305	
	Mileage		734	
	Payroll taxes		181	
	Pension		4,212	
	Capital outlay		1,987	
	Utilities		390	
	Data processing		283	
	•	<del></del>	<u>7,930</u>	
				\$ 29,173
	GENERAL GOVERNMENT			
	Supervisor			
	Salary		8,450	
	Mileage		787	
	Seminars		2,259	
	Election			11,496
	<u>Election</u>			
<del></del>	Supplies		391	
				391
	Assessor			
_	Salary			
	Contractual		4,789	
	Office supplies and postage		18,212	
	Mileage and other miscellaneous		4,630	
	5 - Santa Garde Milosoficine Gug		900	
				<u>28,531</u>
_	Board of Review			
	Salary		635	
	Dues and training		238	
<del>,</del>	Printing and publishing		243	
			243	1,116
	Clark.			
-	<u>Clerk</u>			
	Salary Office cumpling and and		10,240	
	Office supplies and postage		278	
	Mileage, seminars, training		2,738	
				13,256
	See Notes to Financial Statements			

#### HILLMAN TOWNSHIP DETAIL SCHEDULE OF EXPENDITURES GENERAL FUND (CONTINUED) YEAR ENDED MARCH 31, 2004

#### GENERAL GOVERNMENT (CONTINUED)

Treasurer			
Salary		\$ 12,847	
Office supplies and postage		1,774	
Mileage, seminars, training		 722	
			\$ 15,3
Township Hall			
Rent		10,436	
Repairs and maintenance		1,795	
Utilities		 1,207	
			13,4
<b>Building Authority</b>			
Per diem		1,225	
			1,2
	PUBLIC SAFETY		
Planning and Zoning	. 05210 0/11 271		
Per diem		1,695	
Legal		473	
Other		1,800	
Mileage and service		 717	
			4,6
	RECREATION AND CULTURE		
Library			
Library		 2,156	
			2,:
Park Commission			
Salary		1,118	
Supplies		964	
Repairs and maintenance Utilities		7,538	
Miscellaneous		1,938	
Miscellaneous		 1,058	
Grist Mill			12,61
Miscellaneous		10 000	
wiscellaneous		10,000	

# HILLMAN TOWNSHIP DETAIL SCHEDULE OF EXPENDITURES GENERAL FUND (CONTINUED) FOR THE FISCAL YEAR ENDED MARCH 31, 2004

#### **PUBLIC WORKS**

<b>-</b>	Public Works Streets and road - contractual services		\$ 950	\$ 950
-	Insurance and Bonds General liability Workers compensation	OTHER	6,044 387	6 421
-	Miscellaneous		100	6,431
-	Total Expenditures  Other Financing Uses Operating transfers out: Transfer to Cemetery Fund		6.000	150,907
_	Transfer to Building Authority  Total Expenditures and Other Financing		6,000 15,000	21,000
	Uses			\$ 171,907

#### HILLMAN TOWNSHIP COMBINING BALANCE SHEET - ALL SPECIAL REVENUE FUNDS MARCH 31, 2004

ASSETS	Fire <u>Equipment</u>	Cemetery	Total
Cash demand and time deposits Taxes receivable	\$ 103,146 3,316	\$ 31,511 	\$ 134,657 3,316
Total Assets FUND EQUITY	\$ 106,462	\$ 31,511	<u>\$ 137,973</u>
Fund Equity: Fund balance: Undesignated Designated for perpetual care	\$ 106,462 	\$ 18,907 12,604	\$ 125,369 12,604
Total Fund Equity	106,462	31,511	137,973
Total Liabilities and Fund Equity	\$ 106,462	<u>\$ 31,511</u>	<u>\$ 137,973</u>

#### HILLMAN TOWNSHIP COMBINING STATEMENT OF REVENUES, EXPENDITURES AND CHANGES IN FUND BALANCE - ALL SPECIAL REVENUE FUNDS FOR THE FISCAL YEAR ENDED MARCH 31, 2004

	Fire		
	<u>Equipment</u>	Cemetery	Total
Revenue:			
Taxes	\$ 43,181	\$ -0-	\$ 43.181
Rust Township contribution	-0-	6,000	,
Lot sales	-0-	1,500	
Burial fees/winter storage	-0-	3,765	-,
Miscellaneous	-0-	3,763	, , , , ,
Interest	1,274	411	551
Total Revenue	44,455	12,027	56,482
Expenditures	42,629	15,421	58,050
Total Expenditures	42,629	15,421	58,050
Excess:			
Revenue over (under) expenditures	1,826	(3,394	(1,568)
Other financing sources (uses):			
Operating transfers in		6,000	6,000
Total Other Financing Sources (Uses)		6,000	6,000
Excess:			
Revenue and other financing sources over (under) expenditures			
and other financing uses	1,826	2,606	4,432
Fund balance (deficit) - April 1, 2003	104,636	28,905	133,541
Fund balance (deficit) - March 31, 2004	<u>\$ 106,462</u>	<u>\$ 31,511</u>	<u>\$ 137,973</u>

#### HILLMAN TOWNSHIP FIRE EQUIPMENT FUND BALANCE SHEET MARCH 31, 2004

**ASSETS** 

Cash demand and time deposits Taxes receivable	\$ 103,146 3,316
Total Assets	<u>\$ 106,462</u>
FUND EQUITY	
Fund Equity: Fund Balance	<u>\$ 106,462</u>
Total Fund Equity	\$ 106,462

## STATEMENT OF REVENUES BY SOURCES AND EXPENDITURES BY OBJECT FOR THE FISCAL YEAR ENDED MARCH 31, 2004

Revenue:	Budget	Actual	Variance Favorable (Unfavorable)
Taxes Interest earned	\$ 42,000 -0-	\$ 43,181 1,274	\$ 1,181 1,274
Total Revenue	42,000	44,455	2,455
Expenditures: Contractual	43,000	42,629	371
Total Expenditures	43,000	42,629	371
Excess: Revenues over (under) expenditures	(1,000)	1,826	2,826
Fund balance (deficit)-April 1	104,636	104,636	-0-
Fund balance (deficit)-March 31	<u>\$ 103,636</u>	\$ 106,462	\$ 2,826

#### HILLMAN TOWNSHIP CEMETERY FUND BALANCE SHEET MARCH 31, 2004

#### **ASSETS**

Cash demand and time deposits	\$ 31,511
Total Assets	<u>\$ 31,511</u>
FUND EQUITY:	
Fund Equity: Fund balance: Reserved for perpetual care Unreserved	\$ 12,604 18,907
Total Fund Equity	\$ 31.511

# HILLMAN TOWNSHIP CEMETERY FUND STATEMENT OF REVENUES BY SOURCE AND EXPENDITURES BY OBJECT FOR THE FISCAL YEAR ENDED MARCH 31, 2004

_	Revenue:	Budget		Actual	Fa	ariance avorable favorable)
	Rust Township contribution	\$ 6,	000 \$	6,000	\$	-0-
_	Lot sales	1,	500	1,500		-0-
	Burial fees	5,	750	3,765		(1,985)
	Miscellaneous		150	351		201
-	Interest earned		400	411	-	11
	Total Revenue	13,	800	12,027		(1,773)
	Expenditures:					
	Contractual services	22,;	150	15,421	<u>-</u> -	6,729
****	Total Expenditures	22,3	150	15,421		6,729
	Excess:					
	Revenue over (under)					
	expenditures	(8,3	350)	(3,394)	<del>-</del>	4,956
_	Other financing sources (uses):					
	Operating transfers in	6,0	000	6,000		-0-
	Total Other Financing					
	Sources (Uses)	6,0	000	6,000		-0-
	Excess:					
<b></b>	Revenue and other financing sources over (under) expenditures					
	and other financing uses	(2,3	50)	2,606		4,956
	Fund balance (deficit)-April 1	28,9	05	28,905	-	-0-
•	Fund balance (deficit)-March 31	\$ 26,5	<u>55</u> \$	31,511	\$	4,956

#### HILLMAN TOWNSHIP BUILDING AUTHORITY BALANCE SHEET MARCH 31, 2004

	<u>ASSETS</u>		
	Current Assets:		
	Cash	\$ 17,517	
	Total Current Assets		\$ 17,517
_	Land, Building and Equipment (net of		
	accumulated depreciation)		
_	Land	26,000	
,	Building & Improvements	671,341	
	Equipment	126,198	
	Less Accumulated Depreciation	<u>(466,983</u> )	
	Not Land Duilding and Environment		
	Net Land, Building and Equipment		<u>356,556</u>
-	Total Assets		¢ 374 073
			<u>\$ 374,073</u>
_	LIABILITIES AND FUND EQUITY		
-	Current Liabilities:		
	Deposits Payable Taxes	\$ 2,752	
	Withheld Payroll Taxes	699	
	Total Current Liabilities		\$ 3,451
	Long-Term Liabilities:		•
	Bond Payable		
		30,000	
_	Total Long-Term Liabilities		30,000
			30,000
-	Fund Equity:		
	Contributed Equity	333,847	
	Retained Earnings	6,775	
_	Total Fund Equity		
	- 1 <b>y</b>		340,622
	Total Liabilities and Fund Equity		\$ 374,073
			= 5,1073

#### HILLMAN TOWNSHIP BUILDING AUTHORITY

#### STATEMENT OF REVENUE, EXPENSES AND CHANGES IN RETAINED EARNINGS FOR THE YEAR ENDED MARCH 31, 2004

Operating Revenue:		
Leases	\$ 15,192	
Banquet Sales	12,863	
Cleaning Fees	1,900	
Rental	16,889	
Roller Skating	42,793	
Miscellaneous	1,207	
Total Operating Revenue		\$ 90,844
Operating Expenses:		
Wages & Fringes	22,649	
Utilities	14,238	
Supplies	10,225	
Contractual Services	2,100	
Maintenance and Repair	11,633	
Insurance	935	
Depreciation	27,023	
Miscellaneous	5,975	
Roller Skating	<u> 22,981</u>	
Total Operating Expenses		117,759
Operating Income (Loss)		
		<u>(26,915</u> )
Non-Operating Income		
Township Contribution		15,000
Interest Income		13,000
Interest Expense		(1,99 <u>5</u> )
<del>-</del>		(1,333)
Total Non-Operating Income		13,134
Net income		
Mer income		(13,781)
Retained Earnings - Beginning		
. Totaling Lamings - beginning		354,403
Retained Earnings - Ending		
		\$ 340,622

#### HILLMAN TOWNSHIP BUILDING AUTHORITY STATEMENT OF CASH FLOWS FOR THE YEAR ENDED MARCH 31, 2004

Cash Flows From Operating Activities:	
Cash received from customers/leases	\$ 90,844
Cash payments for goods and services	(67,523)
Cash payments to employees and for fringes	(22,649)
Net Cash Provided (Used) by Operating Activities	672
Cash Flows From Capital and Related Financing Activities:	
Township contribution	15,000
Interest expense	
Principal paid on bonds	(1,995)
, ,	(15,000)
Net Cash Provided (Used) by Capital and Related	
Financing Activities	(1,995)
<u>-</u>	(1,995)
Cash Flows From Investing Activities:	
Interest on investments	129
Net Cash Provided by Investing Activities	129
Net Increase (Decrease) in Cash and Cash Equivalents	(1,194)
Cash and Cash Equivalents - Beginning of Year	18,711
Cash and Cash Equivalents - End of Year	\$ 17,517
Reconciliation of Operating Income to Net Cash	
Provided (Used) by Operating Activities:	
Operating Income (Loss)	\$ (26,915)
Adjustments to Reconcile Operating Income	ų (20,313)
to Net Cash Provided by Operating Activities:	
Depreciation	27,023
Increase (decrease) in accrued liabilities	564
Net Cash Provided (Used) by Operating Activities	<b>A</b>
The factor of the same of the	<u>\$ 672</u>

#### HILLMAN TOWNSHIP STATEMENT OF CHANGES IN ASSETS AND LIABILITIES TAX COLLECTION FUND MARCH 31, 2004

•		Balance April 1, 2003	Additions		Balance March 31, 2004
_	ASSETS				
	Cash demand and time deposits	\$ -0-	<u>\$ 1,728,261</u>	<u>\$ 1,728,261</u>	\$ -0-
•	Total Assets	\$ -0-	<u>\$ 1,728,261</u>	<u>\$ 1,728,261</u>	\$ -0-
	LIABILITIES		_		
	Due to government units	\$ -0-	\$ 1,728,261	\$ 1,728,261	\$ -0-
,	Total Liabilities	\$ -0-	<u>\$ 1,728,261</u>	<u>\$ 1,728,261</u>	<u>\$ -0-</u>

#### HILLMAN TOWNSHIP GENERAL FIXED ASSET GROUP OF ACCOUNTS SCHEDULE OF GENERAL FIXED ASSETS MARCH 31, 2004

-	1005	Balance 3/31/03	Additions	Deletions	Balance 3/31/04
_	ASSETS:				
	Land:				
_	Recreation - Parks Cemetery & Improve-	\$ 130,797	\$ -0-	\$ -0-	\$ 130,797
	ments (50% Share) Parking Lot	13,021	-0-	-0-	13,021
	Land Improvement -	10,709	-0-	-0-	10,709
	Fencing	1,981	1,313		3,294
		156,508	1,313	0-	<u>157,821</u>
-	Buildings: Recreation Cemetery Storage Building (1/2 of	77,448	4,543	-0-	81,991
<b></b>	\$9,000)	4,500	-0-		4,500
		81,948	4,543	0	86,491
_	Equipment: Cemetery (50% Share) Tractor Trailer (1/2 of	7,076	-0-	-0-	7,076
	\$2,560) Voting Machines (3)	1,280	-0-	-0-	1,280
	voting Machines (3)	9,313	-0-	-0-	9,313
9000 1		17,669		-0-	17,669
_	Office Furniture, Fixtures & Equipment	42,099	1,480	- 0 -	43,549
prin.	Total Fixed Assets	\$ 298,224	\$ <u>7,336</u> §	\$ -0-	\$ 305,560
<del></del>	Investment in General Assets	\$ 298,224	\$ 7,336 <u>\$</u>	-0-	\$ 305,560

NOTE: The Cemetery Fixed Assets represent Hillman Township's one-half share of the Cemetery Fixed Assets. The other half is owned by Rust Township, an adjoining Township.



## Thomas R. Zick CPA, P.C.

CERTIFIED PUBLIC ACCOUNTANT

P.O. BOX 149, 2947 MANTZ STREET LEWISTON, MICHIGAN 49756 TELEPHONE (989) 786-4032 FAX (989) 786-7219

#### FINANCIAL AUDIT COMMENTS

August 24, 2004

Hillman Township Board Hillman Township, Montmorency County Hillman, Michigan 49746

Dear Board,

In planning and performing my audit of the general purpose financial statements of Hillman Township, Montmorency County, Michigan, for the year ended March 31, 2004, I considered its internal control structure in order to determine my auditing procedures for the purpose of expressing my opinion on the financial statements and not to provide assurance on the internal control structure. However, I noted certain matters involving the internal control structure and its operation that I consider to be reportable conditions under standards established by the American Institute of Certified Public Accountants. Reportable conditions involve matters coming to my attention relating to significant deficiencies in the design or operation of the internal control structure that, in my judgment, could adversely affect Hillman Township's ability to record, process, summarize, and report financial data consistent with the assertions of management in the financial statements.

### General Ledger/Township Activity

During the audit I noted that the journal recordings and ledger postings were accurate and agreed to the cash activity in the checking account.

To improve the ledger posting process I would suggest the following:

- All (General, Fire) funds should be separately maintained in the ledger. This would include setting up accounts for balance sheet and income/expense for each fund. A separate fund must be maintained in the computer ledger for the fire fund and that fund's activity should be recorded separately from that of the general fund.
- 2. Receipts need to be written for all revenue including interest which is added to existing certificates of deposit and savings accounts. These receipts would then be recorded and added to the appropriate balance sheet accounts. During the current audit year most of your interest income was unrecorded, because you did not receipt interest earned on certificates of deposit unless deposited into the checking account. In addition, receipts were not issued in the general fund for all tax funds received from the tax collection account.

Page 2 Hillman Township Board August 24, 2004

- 3. The checking account in the clerk's computer ledger balanced to the treasurer records, but the other cash accounts did not balance. We will assist in setting up opening entries for all cash accounts which should then be balanced monthly to the treasurer's records.
- The computer general ledger should show the receipt number on each revenue transaction and the check number on each disbursement. In addition, receipts should be issued in consecutive number order.
- There is a new State chart of accounts, new account numbers, which must be used by the township to comply with State requirements for township accounting. You need to include account numbers in your accounting records.

### Fixed Assets / GASB #34

A detail list of general fixed assets showing cost and accumulated depreciation needs to be set up and maintained. Your next audit will require that the financial statements be prepared in compliance with GASB Statement No. 34. This statement requires that fixed asset detail be available and that depreciation is recorded on all depreciable assets. We can assist you in developing this schedule.

I would like to express my appreciation for the excellent cooperation received from Pam, Karen and Darryl while performing the audit. If I can be of any assistance in implementing the above recommendations, please contact me.

This report is intended solely for the use of management and the Michigan Department of Treasury, and should not be used for any other purpose. This restriction is not intended to limit the distribution of this report, which, upon acceptance by the Hillman Township Board, is a matter of public record.

THOMAS R. ZICK CPA, P.C.

CERTIFIED PUBLIC ACCOUNTANT



## Thomas R. Zick CPA, P.C.

**CERTIFIED PUBLIC ACCOUNTANT** 

P.O. BOX 149, 2947 MANTZ STREET LEWISTON, MICHIGAN 49756 TELEPHONE: (989) 786-4032 FAX: (989) 786-7219

August 24, 2004
Hillman Township Board Hillman, MI 49746
In planning and performing my audit of the financial statements of Hillman Township for the year ended March 31, 2004, I considered the Township's internal control structure in order to determine my auditing procedures for the purpose of expressing my opinion on the financial statements. The consideration I gave to the internal control structure was not sufficient for me to provide any form of assurance on it. However, in reviewing the Township's processes and systems, I made observations I feel should be communicated to you and I have done so in a separate letter dated August 24, 2004. In addition I have summarized other areas for Board consideration involving internal controls and fraud considerations.
If you have any questions on the information contained in this letter please contact me.
Maf, CAA.C.
THOMAS R. ZICK-CPA, P.C. CERTIFIED PUBLIC ACCOUNTANT
Enclosure

#### **Internal Controls**

Over a relatively short period of time, there have been several large fraud related cases documented in the mid-Michigan area, as well as in other areas of Michigan and throughout the country. These highly publicized cases have raised significant concerns for management of many organizations, as well as the board members of these not-for-profit organizations and governmental organizations, concerning their organization's vulnerability to internal or external fraud related activities. It is strongly believed that all organizations, both small and large, have some level of risk in this area and even having the "best practices" in place will not necessarily prevent the occurrence of this unfortunate activity.

Through many recent conversations with my clients regarding their susceptibility to fraud, it was noted the most important element necessary to reduce the risk of fraud is to have a sound organizational structure, which includes sound accounting and internal control policies and procedures (IN THE EYES OF THEIR EMPLOYEES). One of the key aspects of strong controls, and thus a deterrent, is senior management's support and involvement with accounting and internal control monitoring and related decisions.

Some of the key areas to focus on include, but are not limited to, the following:

- Cash receipts handling and posting to general ledgers including the initial posting of cash receipts and delinquent tax receipts.
- Posting of adjusting journal entries to the ledger
- Cash disbursements, including the establishment of vendor master files in the computer system and maintenance and controls surrounding the signature of cash disbursement checks.
- Payroll, including the access to all master files detailing wage rates and other information, and the establishment of new employees in the computer system.
- Proper approval procedures for all disbursements including a good checks and balances system i.e.: no one person responsible for this function.

#### Fraud Considerations

## Statement on Auditing Standards No. 99 (SAS 99), consideration of Fraud in a Financial Statement Audit

Effective for the year ended December 31, 2003, Statement on Auditing Standards No. 99 (SAS 99), Consideration of Fraud in a Financial Statement Audit, requires additional audit procedures addressing the risk of fraud in an organization. Our responsibility is not to detect fraud, but to detect material misstatements in the financial statements caused by fraud, and our consideration of fraud is integrated into the overall audit process.

Types of fraud include intentional misstatements or omissions in financial reporting and misappropriation of assets. SAS 99 requires auditors to address:

- How and where the client's financial statements might be susceptible to material misstatement due to fraud and what conditions might be present to allow fraud to occur.
- How management could perpetrate and conceal fraud.
- How management or employees could misappropriate assets of the client.

In addition, SAS 99 requires auditors to make inquiry of:

- Management regarding their awareness and understanding of fraud, fraud risks, and steps taken to mitigate risks.
- Others within the entity, including board members, non-financial executives, administrators, and non-management personnel not directly involved in the financial reporting process, regarding the existence or suspicion of fraud and the individual's views about the risks of fraud within the entity.

Risk areas identified through inquiries and based on industry knowledge will significantly affect the audit process. With your help, the implementation of these new standards will certainly lead to a greater comfort in the controls you have designed and implemented. It may even create greater efficiency in the accounting process as a byproduct of the process.

### Creating a Culture of Honesty and High Ethics

It is the government's responsibility to establish core values and to effectively communicate the values to employees in order to create a culture with high ethical standards. The AICPA has included the following as key components necessary for the creation of such a culture.

## Fraud Considerations (continued)

### Setting the Tone at the Top

Management, through the modeling of high ethics themselves and effectively communicating expectations to employees, is responsible for leading the effort to create the appropriate culture within a Township.

## Creating a Positive Workplace Environment

The creation of a positive workplace environment, where employees feel they are treated fairly, has proven to reduce the risk of fraud. This type of environment could be created as follows:

- Allowing employees to provide input related to the code of conduct
- Enabling employees to internally seek advice concerning decisions that appear to have ethical implications
- Establishment of a fair reward system
- Implementation of team-focused decision making policies

## **Hiring and Promoting Appropriate Employees**

Policies must be effective in reducing the chances of hiring and promoting individuals with low ethical standards.

#### **Training**

Core values expressing an attitude of intolerance toward unethical behavior should be communicated immediately to new hires and should be recommunicated periodically to all employees.

#### Confirmation

Reinforcement of core values occurs if the employees are required to sign a code of conduct statement.

#### Discipline

Consequences of unethical behavior should be communicated upfront, and management response to unethical behavior should be consistent with the consequences communicated. Management's response demonstrates the level of commitment to the ethical standards and could deter future wrongdoing.

## Fraud Considerations (continued)

## **Evaluating Antifraud Processes and Controls**

Perceived opportunity to successfully commit fraud increases the risk that fraud will occur. The following can help in reducing the opportunity for fraud:

## Identifying and Measuring Fraud Risks

The government's vulnerability to fraudulent activity (including fraudulent financial reporting, misappropriation of assets, bribery and other illegal acts) should be assessed.

## Implementing and Monitoring Appropriate Internal Controls

Internal processes can be modified to reduce fraud risk. Examples of such process modifications are as follows:

- Additional review of the procurement process
- Segregation of duties
- Adequate scrutiny of interim financial reports and budget reports by management

## **Developing an Appropriate Oversight Process**

Whether it is external or internal oversight, appropriate oversight should be identified and established.

### **Township Board**

The governing board is ultimately responsible for ensuring management is doing an effective job of monitoring fraud risk and implementing procedures to mitigate fraud risk. Therefore, the Board should be evaluating management's assessments and controls. Also, the Board should assess management's ability to override controls and to establish controls to minimize this risk.

### **Independent Auditors**

Independent auditors can provide an assessment of the government's process for identifying, assessing and responding to the risk of fraud.

## **Fraud Considerations (continued)**

#### **Certified Fraud Examiners**

Certified Fraud Examiners can provide additional insight into the risk assessment.

#### Other Information

The following Web sites provide additional guidance on fraud and the implementation of anti-fraud programs and controls:

American Institute of Certified Public Accountants
Association of Certified Fraud Examiners
Financial Executives International
Information Systems Audit and Control Association
The Institute of Internal Auditors
Institute of Management Accountants
National Association of Corporate Directors
Society for Human Resource Management

www.aicpa.org
www.cfenet.com
www.fei.org
www.isaca.org
www.theiia.org
www.imanet.org
www.nacdonline.org
www.shrm.org